

NOTE: THIS IS A REVISED BOARD AGREEMENT AFTER LISTENING TO FEEDBACK FROM THE APRIL 28, 2025 MEETING

GROSSE POINTE PUBLIC SCHOOL SYSTEM BOARD OF EDUCATION AGREEMENT ON BOARD NORMS

WHEREAS, the Grosse Pointe Public School System (GPPSS) Board of Education is committed to promoting effective governance, fostering public trust, and ensuring student-centered decision-making; and

WHEREAS, the Board recognizes that clear expectations for conduct, communication, collaboration, and professional behavior are essential for the effective functioning of the Board and the success of the district; and

WHEREAS, the following norms reflect the Board's collective values, commitments, and shared vision in service of all GPPSS students and the broader community;

NOW, THEREFORE, BE IT AGREED, that the GPPSS Board of Education hereby adopts the following Board of Education Norms, to guide all trustees in their service to the district:

1. Unity of Purpose & Vision

Board members will strive to act with unity of purpose and articulate a shared vision centered on student success. Trustees will work collaboratively to set clear, student-focused priorities. Trustees recognize their fiduciary duties of care, loyalty, and obedience.

2. Professional Conduct & Meeting Decorum

Trustees will endeavor to maintain decorum by:

- Seeking recognition from the Chair before speaking
- Following Board policies and bylaws and, where not addressed, using Robert's Rules of Order as guidance
- Aiming for respectful speech and engagement, avoiding interruptions and personal attacks
- Working to maintain focus and minimize distractions during meetings
- Addressing colleagues and staff by title during meetings when possible

3. Preparedness & Participation

Board members will aim to:

- Be punctual and prepared, having reviewed relevant materials and Board packets
- Engage professionally and contribute thoughtfully
- When feasible, provide advance notice of motions or discussion items
- Make reasonable efforts to attend regular meetings and assigned committee meetings

4. Governance & Roles

Board members will endeavor to govern through policy, budget, resolutions and oversight while respecting the administration's role in operations. Trustees will strive to:

- Direct operational issues to the Superintendent
- Respect the line between governance and management
- Be mindful of staff time
- Collaborate professionally with the Superintendent and staff
- Support working relationships built on communication and shared purpose
- Remember that the Board acts as a whole, with individual members not speaking for the Board

5. Communication & Transparency

Trustees will aim to:

- Disclose potential conflicts of interest
- Engage in open communication with the public and fellow trustees
- Challenge ideas respectfully
- Honor Board decisions and demonstrate respect for majority decisions, which is a key principle of Robert's Rules of Order.

6. Social Media & Board Communication

To protect Board unity and District integrity, trustees will strive to:

- Conduct Board business primarily in Board meetings rather than online
- Use official channels for factual communication
- Exercise good judgment regarding online posts that could impact the district
- Be discrete regarding confidential matters or sensitive topics on social media

7. Legal & Ethical Considerations

Board members will work to:

- Comply with the Open Meetings Act (OMA)
- Use closed sessions appropriately and legally
- Maintain confidentiality on sensitive or privileged matters

8. Mission & Student Focus

Board members will endeavor to:

- View decisions through the lens of student success
- Prioritize agenda items that support district goals, equity, excellence, and well-being
- Make decisions guided by what benefits students' learning, well-being and long-term success

9. Collaboration & Culture

The Board will strive to:

- Foster honest, respectful, and inclusive dialogue
- Provide constructive feedback
- Remain unified around shared goals prioritizing students
- Approach board service with humility and focus on collective responsibility
- Practice active listening and mutual respect
- Focus on understanding diverse perspectives

10. Ongoing Growth

Board members will aim to:

- Pursue professional development opportunities and training (e.g. MASB trainings) when possible
- Stay informed on governance practices, policies and laws
- Model professionalism in various settings

This agreement represents our shared commitment to serving the students, families, and community of the Grosse Pointe Public School System with integrity, collaboration, and dedication to educational excellence.

Adopted this ____ day of _____, 2025

By the Grosse Pointe Public School System Board of Education

Vote Record:

AYES: _____

NAYS: _____

Signed:

Colleen Worden
President, Board of Education

Andrea Tuttle
Superintendent, Grosse Pointe Public School System

**GROSSE POINTE PUBLIC SCHOOL SYSTEM
BOARD OF EDUCATION
RESOLUTION TO ADOPT BOARD OF EDUCATION NORMS**

WHEREAS, the Grosse Pointe Public School System (GPPSS) Board of Education is committed to promoting effective governance, fostering public trust, and ensuring student-centered decision-making; and

WHEREAS, the Board recognizes that clear expectations for conduct, communication, collaboration, and professional behavior are essential for the effective functioning of the Board and the success of the district; and

WHEREAS, the following norms reflect the Board's collective values, commitments, and shared vision in service of all GPPSS students and the broader community;

NOW, THEREFORE, BE IT RESOLVED, that the GPPSS Board of Education hereby adopts the following **Board of Education Norms**, to guide all trustees in their service to the district:

1. Unity of Purpose & Vision

The Board commits to acting with unity of purpose and articulating a shared vision centered on student success. Trustees shall work collaboratively to set clear, student-focused priorities.

2. Professional Conduct & Meeting Decorum

Trustees shall maintain decorum by:

- Waiting to be recognized by the Chair before speaking.
- Following and adhering to Board policies and bylaws and to the extent not addressed by Board bylaws and policies, following Robert's Rules of Order for issues of procedure.
- Speaking and engaging respectfully, avoiding interruptions and personal attacks.
- Maintaining decorum, staying focused and minimizing distractions (e.g. phones unless needed for Board business)
- Addressing colleagues and staff by title during meetings.

3. Preparedness & Participation

Board members shall:

- Arrive on time, fully prepared, having reviewed relevant materials and Board packets.
- Engage professionally and contribute thoughtfully.
- Provide advance notice of motions or discussion items to allow informed discussion.

- Make every effort to attend regular meetings and any assigned committee meetings consistently.

4. Governance & Roles

Board members govern through policy, budget, resolutions and oversight while respecting the administration's role in operations. Trustees shall:

- Direct operational issues to the Superintendent.
- Avoid micromanagement and excessive demands.
- Respect staff time.
- Collaborate professionally with the Superintendent and staff as partners.
- Support working relationships rooted in communication, professionalism and shared purpose.
- Recognize that the Board acts as whole, and that individual members may not speak for the Board.
- Accept Board decisions following deliberations and having passed by the majority of trustees.

5. Communication & Transparency

Trustees shall:

- Disclose conflicts of interest and recuse when appropriate and necessary.
- Engage in open and transparent communication with the public and fellow trustees.
- Challenge ideas respectfully.
- Respect Board decisions.

6. Social Media & Board Communication

To protect Board unity and District integrity, trustees shall:

- Conduct Board business in Board meetings and at the Board table, not online or through social media. Avoid social media debates about Board business.
- Use official channels for factual communication only.
- Avoid posting anything online that could create liability for the district or undermine Board unity.
- Refrain from discussing confidential matters or sensitive topics on social media.

7. Legal & Ethical Compliance

Board members shall:

- Comply with the Open Meetings Act (OMA).
- Enter closed session only when legally permitted and only with permissible topics.

- Maintain and uphold confidentiality on all sensitive or privileged matters and not disclose closed-door meeting discussions.

8. Mission & Student Focus

All decisions shall be made through the lens of student success. Trustees shall:

- Prioritize agenda items that support district goals, equity, excellence, and well-being.
- Avoid performative conduct and prioritize public service over personal interests.
- Make decisions and be guided by what is best for students: their learning, well-being and long-term success.

9. Collaboration & Culture

The Board shall:

- Foster honest, respectful, and inclusive dialogue, ensuring that all voices are heard.
- Provide feedback constructively, focusing on solutions, not personal criticisms.
- Remain unified around shared goals that prioritize students.
- Approach board service with humility and a focus on students and collective responsibility
- Practice active listening and mutual respect.
- Focus on understanding others' perspectives rather than simply preparing a response.
- Concentrate on listening to others, as listening builds trust, reduces conflict and leads to better decision making.

10. Ongoing Growth

Board members commit to:

- Pursuing professional development and training (e.g., MASB trainings).
- Staying informed on governance best practices, policies and laws.
- Modeling integrity and professionalism in all settings, both public and private.

BE IT FURTHER RESOLVED that the Board of Education will annually review these norms and recommit to their implementation, ensuring accountability and continuous improvement in governance.

Adopted this ____ day of _____, 2025

By the Grosse Pointe Public School System Board of Education

Vote Record:

AYES: _____

NAYS: _____

Signed:

Colleen Worden
President, Board of Education

Andrea Tuttle
Superintendent, Grosse Pointe Public School System